



NORTH CAROLINA Update on Educator Effectiveness Summer Leadership Conference

Jennifer Preston
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State Board of Education Updates



Teacher Ratings Categories



Teachers

1
Demonstrate
Leadership

2
Establish
Environment

3
Know
Content

4
Facilitate
Learning

5
Reflect on
Practice

6
Contribute
to Academic
Success

5 Rating Categories

Not Demonstrated

Developing

Proficient

Accomplished

Distinguished

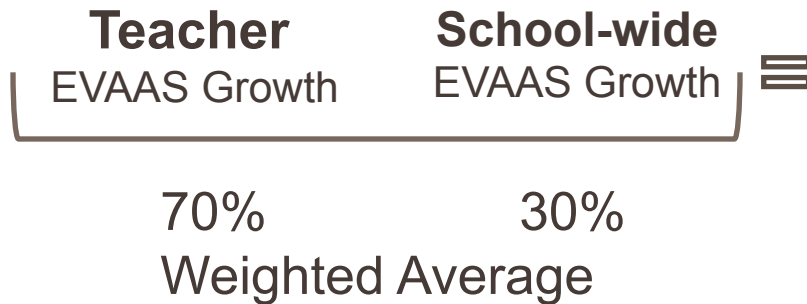
3 Rating Categories

Does Not Meet Expected Growth

Meets Expected Growth

Exceeds Expected Growth

Teacher Ratings in 2011-12 Baseline Data



Yearly Rating

- Does not Meet Expected Growth
- Meets Expected Growth
- Exceeds Expected Growth

6

Why was school-wide EVAAS growth included?

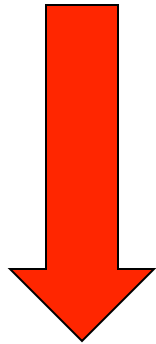
- To encourage collaboration and collective ownership of overall outcomes.

Note: *In 2011-12, teachers without individual EVAAS growth values had school-wide growth for Standard 6.*

Teacher Ratings in 2011-12 Unintended Consequences



Analysis with the sixth standard ratings of teachers with their own EVAAS growth values uncovered two disturbing trends:

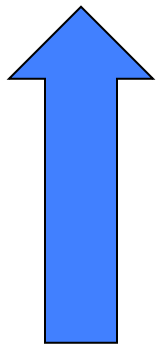


2,853 (9.7%) teachers who met or exceeded expected growth with their own students were **pulled down** one entire rating due to the inclusion of school-wide growth.

Teacher Ratings in 2011-12 Unintended Consequences

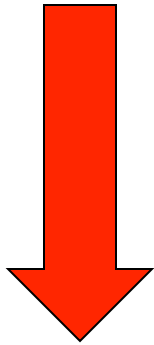


Furthermore,

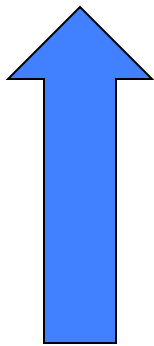


2,647 (9.0%) teachers who did not meet or met growth with their own students were **pushed up** one entire rating due to the inclusion of school-wide growth.

Teacher Ratings in 2011-12 Unintended Consequences



The inclusion of school-wide growth hurt high-performing teachers working in low-performing schools and discourages high-performing teachers from working in the schools where they are needed most.



The inclusion of school-wide growth hid the performance of low-performing teachers working in high-performing schools.

Teacher Ratings in 2012-13

First Year Counting Toward Status



$$\frac{\text{Teacher EVAAS Growth}}{\text{School-wide EVAAS Growth}} = \text{Yearly Rating}$$

?? ??

Weighted Average

Yearly Rating

- Does not Meet Expected Growth
- Meets Expected Growth
- Exceeds Expected Growth

6

Critical Change during 2012-13:

With the administration of the Common Exams, approximately 70% of NC's teachers will have individual EVAAS growth values.

SBE Approved Change: Standard 6



**Teacher
EVAAS Growth** \equiv
100%

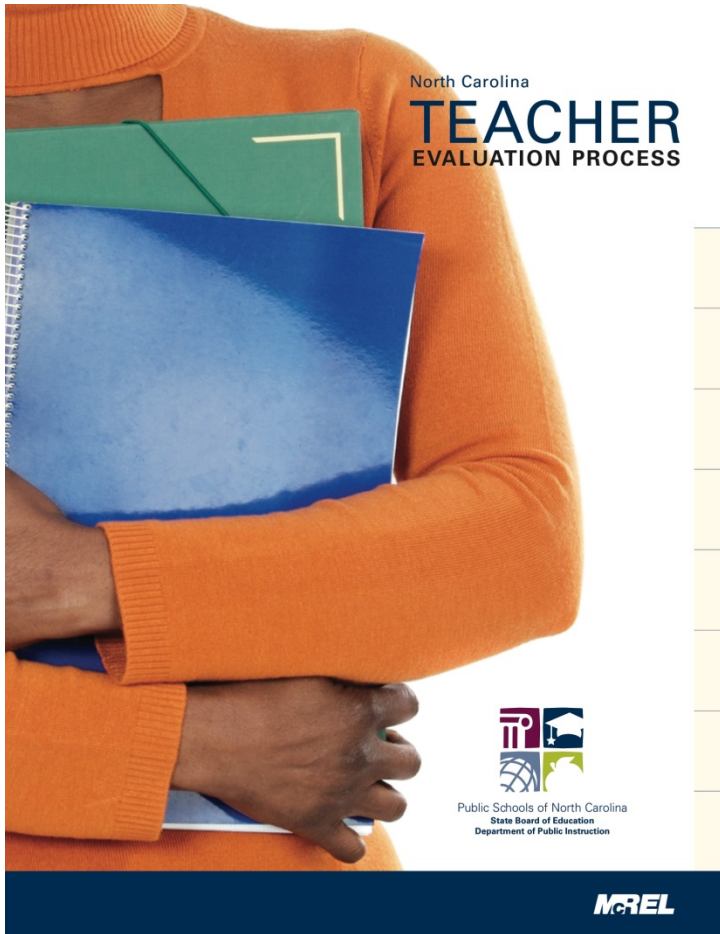
Yearly Rating

- Does not Meet Expected Growth
- Meets Expected Growth
- Exceeds Expected Growth

6

In 2012-13, teachers without individual EVAAS growth values receive a sixth standard rating based on school-wide growth. **The rating does not count toward overall status.**

The Importance of Teacher Collaboration




Collaboration with colleagues is found in:

- ✓ Standard One
- ✓ Standard Two
- ✓ Standard Three
- ✓ Standard Four
- ✓ Standard Five

Administrator Ratings in 2011-12 Baseline Data



**School-wide
EVAAS Growth** 
100%

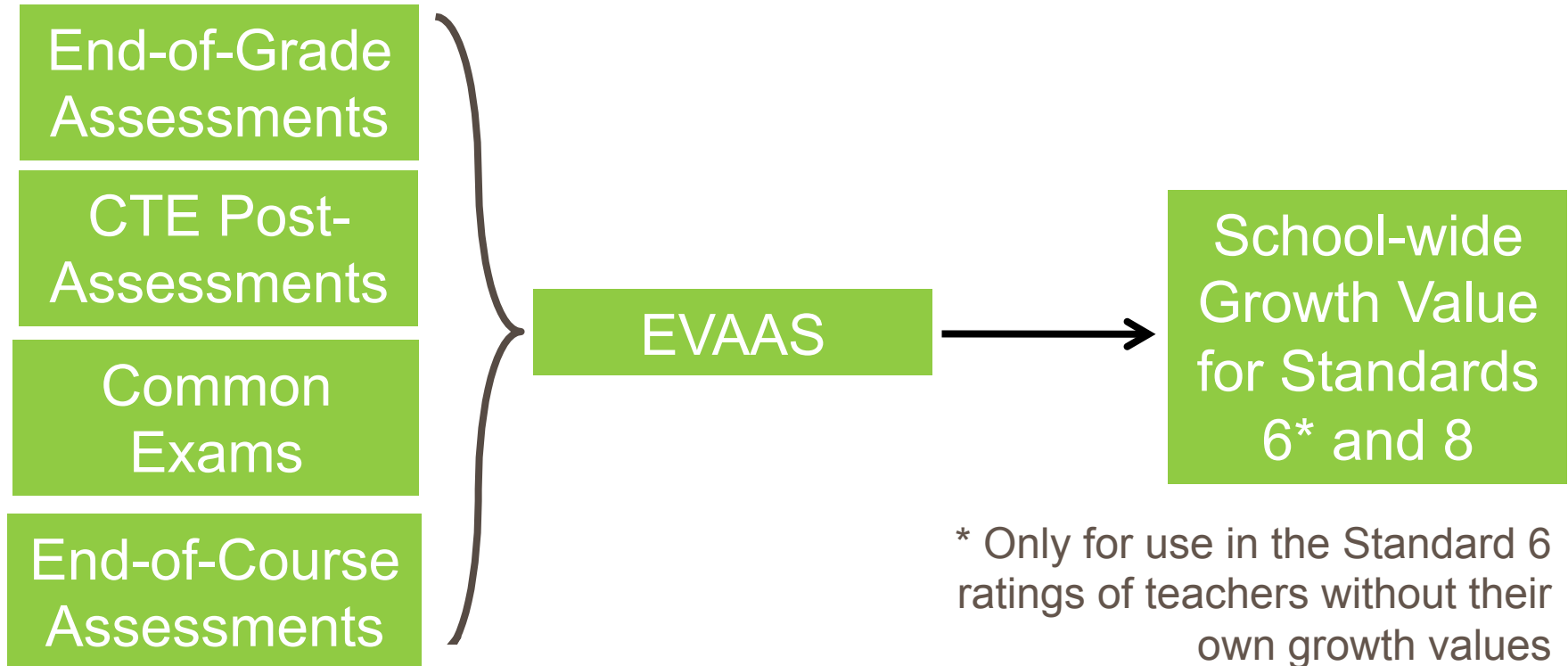
Yearly Rating

- Does not Meet Expected Growth
- Meets Expected Growth
- Exceeds Expected Growth

8

In 2011-12, only results from End-of-Grade and End-of-Course assessments were included in the school-wide EVAAS growth scores.

SBE Approved Change: Standards 6 and 8



Processes to Measure Growth



6 End of Grade or End of Course

6 Common Exams

6 Career Technical Education Assessment

6 K-3 Assessments

6 Analysis of Student Work

Contribute
to
Academic
Success

Processes to Measure Growth



Contribute
to
Academic
Success

6 End of Grade or End of Course

6 Common Exams

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6 K-3 Assessments

6 Analysis of Student Work

Contact Information



Jennifer Preston

Race to the Top Project Coordinator for Educator Effectiveness

Office: (919) 807-4187

Jennifer.Preston@dpi.nc.gov

Educator effectiveness inbox:

educatoreffectiveness@dpi.nc.gov

Visit us on the web at :

<http://www.ncpublicschools.org/effectiveness-model/>